

2000

2008 WIN

ANNUAL REPORT
Workforce Investment Network in Mississippi

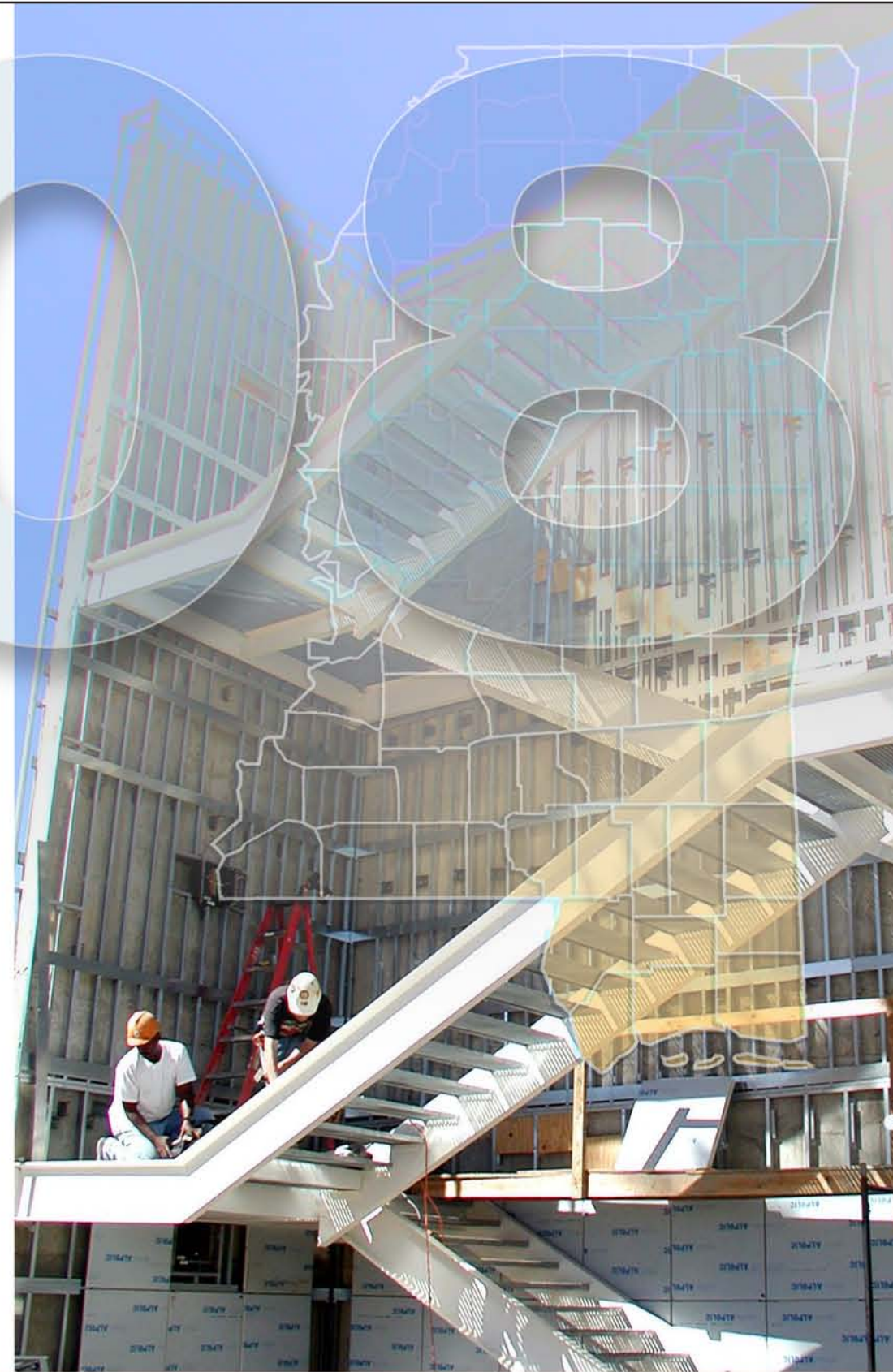


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GOVERNOR'S LETTER

*D*ear Friends:

In the following pages, you will find the Annual Report of the Workforce Investment Act in Mississippi for Program Year 2008. Since its inception in 1998, the Workforce Investment Act has provided the framework for the Workforce Investment Network, or WIN, in Mississippi.

The Mississippi Department of Employment Security (MDES) is responsible for administering Mississippi's WIN system. This system strengthens Mississippi's workforce and the businesses that employ these workers through innovative job training and other workforce initiatives. You can find details of our progress in this report, which outlines the eighth operational year of WIN in Mississippi.

Since 2004, Mississippi has seen an increase in per capita income of 27.8 percent, despite bearing the brunt of the worst natural disaster in American history, Hurricane Katrina. The Gulf Coast is coming back bigger and better than ever, and Mississippi's "can-do" spirit remains a vital part of our state's ability to attract more and better jobs within our borders. We're known for our business-friendly climate and our robust and plentiful workforce; indeed, it is these foundations of economic development that are the key to attracting business and industry as they consider locating in Mississippi.

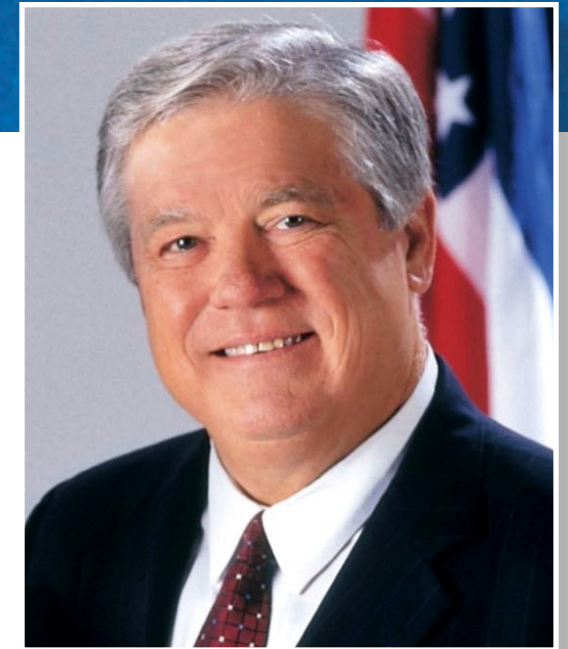
However, Mississippi's ability to compete in a global economy depends on the quality of our workforce. WIN in Mississippi is a crucial tool in helping us to meet this demand by training and shaping our state's workers into a high-skilled, high-quality workforce. Mississippi's investment in a quality workforce has already paid economic dividends, and we must continue to make wise investments, such as retooling our approach to workforce enhancement, in order to ensure Mississippi weathers the current economic crisis. After all, although Mississippi is not immune to downturns in the national and international economies, we can make wise decisions now that poise us for a strong rebound in the future.

Mississippi is a rising star in a troubled American economy and the Mississippi Department of Employment Security is a major stakeholder in Mississippi's economic ascendancy. In the coming year, I will continue working with the WIN in Mississippi partners to maximize all available resources as we touch the lives of all Mississippians by ***Increasing Employment in Mississippi***.

Sincerely,



Haley Barbour, Governor



WIN *Works to Expand Mississippi's Workforce*

WIA and WIN: An Overview

The Workforce Investment Act of 1998 established the framework for the Workforce Investment Network (WIN) in Mississippi.

The WIN in Mississippi system includes comprehensive WIN Job Centers that are a single source, user-friendly resource for employment and training services for job seekers and businesses.

WIN combines federal, state, and community workforce development programs and services and makes them easily accessible at the one-stop WIN Job Centers.

WIN consists of locally designed and managed programs that provide customer choice and convenient access to services and information for the business customer seeking qualified workers as well as for job seekers.

In Program Year 2008, there were four Local Workforce Investment Areas in the state that received WIA grants to administer various local programs.

The Boards of Supervisors of each area established a Local Workforce Investment Board comprised of local business and public sector representatives. These boards and local elected officials are responsible for designing local WIN services to meet the needs of the community.

The local area boards develop plans that address local needs and are consistent with the overall vision of the Governor for workforce development.



WIN *Works With Department of Labor Discretionary Grants*

National Emergency Grant

MDES received approval of its modification request to extend the Hurricane Katrina National Emergency Grant to June 30, 2010. The modification describes strategies for addressing the numerous unmet employment and training needs resulting from the disaster. The grant has served over 12,000 individuals whose employment and training opportunity was adversely affected by the hurricane. Initially the grant focused on temporary employment. Before ending its temporary job program 2,400 hundred participants received temporary job assistance.

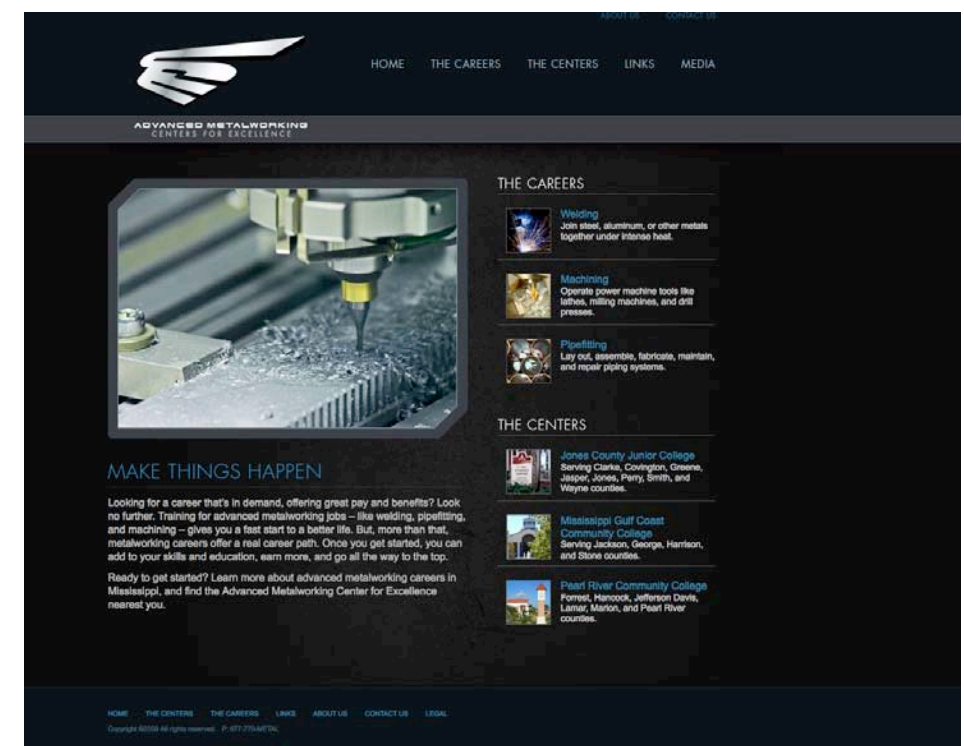
The grant focus is now directed toward long term goals of job training and filling workforce needs in manufacturing, shipbuilding, healthcare, construction, information technology, and hospitality.

Momentum WIRED

MDES was awarded a \$5 million Workforce Innovation in Regional Economic Development grant. Momentum WIRED serves Advanced Manufacturing with emphasis on metal-related industries in 18 counties in Southeastern Mississippi. This initiative is designed to address systemic weaknesses in the existing workforce system and to develop and implement strategies to fuel the growth of qualified workers for current and future jobs in advanced manufacturing.

Centers for Excellence have been established at Mississippi Gulf Coast Community College, Pearl River Community College and Jones County Junior College to provide training for careers in welding, pipefitting, and machining.

“Make Things Happen,” a media campaign has been implemented to increase public awareness and recruit individuals to attend training at the Centers for Excellence. A website, MakeThingsHappenMS.com, has been established to provide additional information about careers and the availability of training.



makethingshappenms.com

WIN *Works With Department of Labor Discretionary Grants* (continued)

WIRED Success Story

The MGCCC Center for Excellence received the following letter from a student completing its Women Only Welding class.

"I would like to take a moment to thank you sincerely for putting together the Women Only Welding class. This has been the most fun and educational class I have ever taken. Not only is Mr. C. Necaise a wonderful teacher, but the women only environment allows for a completely non-threatening environment where it is greatly conducive to learning a "non-traditional" skill set.

I have grown to love metalworking, which I would never have thought that I would enjoy. I have decided to further my metalworking education with the additional courses that are taught at MGCCC Long Beach due to this wonderful introduction to welding. Please let anyone who inquires about this course know that they will have a great skill set after taking this course; and, that it truly is wonderful to see something you made with your own hands in a non-traditional trade that could garner higher wages for those with ambition to follow through on their dreams. Thank you again; I would not have missed this opportunity for the world.

Other Welding Class success stories include:

Stefan

Stefan and his brother Clinton started the welding class at the Pearl River Community College Center for Excellence with no previous experience. They had never used a welding machine before.

Their father, Billy, a pipefitter in his younger days, encouraged both boys to learn how to weld. Stefan caught on rather quickly and loved what he was doing, but Clinton wasn't as enthusiastic and eventually dropped out.

While Stefan was working on his welding training, his father became ill and eventually passed away. Stefan made his father's wish come true by completing the welding training and was hired at PSL, North America pipe manufacturing at Port Bienville.

Renee

Renee, a divorced single mother with a 17-year old son, attended welding classes at the PRCC Center for Excellence. Renee drove to class each day after working all day on the twin span bridge over Lake Pontchartrain as a helper. Her goal was to become a highly skilled welder so she could earn more money to support her son and send him to college. She was very committed to the metal-working craft.

Renee was trained to weld and to use the cutting torch. The company she worked for expanded her responsibilities and allowed her to tack and cut after receiving her welding training. Eventually, she started to weld for them. She was later promoted to a welding position at a much higher pay scale fulfilling her goal to send her son to college.

WIN *Partners and Professionals*

WIN in Mississippi Partners

The WIN in Mississippi system represents a collaborative effort with private business, local elected officials and state public agencies. Listed below are a few of the WIN in Mississippi Partners*.

- Mississippi Department of Employment Security
- Local Workforce Investment Areas
- Local Elected Officials
- State Board for Community and Junior Colleges
- Mississippi Department of Corrections
- Mississippi Department of Human Services
- Mississippi Department of Rehabilitation Services
- Mississippi Development Authority
- U.S. Department of Housing and Urban Development

State Board for Community and Junior Colleges

The State Board for Community and Junior Colleges' (SBCJC) main goals are to provide 21st century training for Mississippi's workforce thereby providing a well-trained workforce to Mississippi employers. To accomplish this goal, SBCJC works closely with its partners including State Workforce Investment Board (SWIB) and MDES to identify opportunities for workforce growth then provide solutions to meet the future demands.

An example of the collaboration between the SWIB and SBCJC is the Manufacturing Solution Center established to support the Mississippi Corridor Consortium. The consortium was formed between Northeast Mississippi Community College, Northwest Mississippi Community College, Itawamba Community College and East Mississippi Community College. The Manufacturing Solution Center supports companies and trains individuals in the region in advanced manufacturing skills including automated manufacturing, supervisory management, automatic identification system (supply chain management), and welding... all high-demand jobs for the future.

Mississippi Department of Corrections

The Mississippi Department of Corrections' (MDOC) goals include reduction of prison recidivism and providing training opportunities for inmates who desire to succeed. In partnership with the SWIB, MDOC, Jones County Junior College, and Mississippi State University (MSU) implemented a pilot program in the Greene County correctional facility. The program with Jones County Junior College provides pre-release workforce training focused on in-demand skills. The Mississippi State University on-line degree programs are offered to prisoners who had begun their college coursework prior to incarceration.

** May include other partners in local areas.*

WIN *State Workforce Investment Board*

State Workforce Investment Board (SWIB)

The State Workforce Investment Board is a vital part of the WIN in Mississippi system. The Board membership represents the diverse population of the State, with a majority of the members representing small and large businesses. Other members include representatives of labor, education, local government, and community leaders.

This dedicated group of individuals assists the Governor in meeting federally mandated responsibilities under the Workforce Investment Act of 1998 and ensures that the vision for an effective workforce development system is realized.

George Schloegel, former SWIB Chairman, also believes it is the responsibility of the SWIB to anticipate future opportunities and create a demand-driven workforce system so that Mississippians can compete in a global economy and thereby improve their quality of life. To accomplish its goals, the SWIB enters into strategic partnerships with various state agencies and institutions to deliver workforce training and to meet the requirements of special needs populations, such as the disabled, veterans, ex-offenders, dropouts, etc.

In order to make sure there is a stable and consistent fund for workforce training, the Workforce Enhancement Training Fund was created in 2005 by using an up front diversion of Unemployment Insurance (UI) Tax dollars. The Workforce Enhancement Training Fund provides about \$21 million annually for workforce training. The purpose of the Workforce Enhancement Training Fund is to:

- Create a workforce trained to get good jobs;
- Provide employers with a well-trained workforce while minimizing their outlay of dollars for training;
- Provide a consistent training process throughout the state both in allocation of funds and consistency of training outcomes; and
- Move to portable national certification standards so that employers can compete on a more global level.

To achieve its oversight goal, the SWIB implemented the Integrated Performance System, a management tool for workforce managers to monitor their workforce programs. Participating agencies can track how many training dollars are spent, what types of training an individual or company received, how the training translated into a salary and how effective it was in improving an individual's life six months to a year later.

The system tallies economic information and projections to enable community colleges to create training programs to meet future workforce needs. The Integrated Performance System allows the SWIB to ensure its \$20+ million is allocated across the provider network more effectively and efficiently.

All partners who receive workforce funds are now working together and sharing information, which is what makes Mississippi's Integrated Performance System so successful. Mississippi is one of only two or three states that have completely implemented a workable system.



WIN *Workforce Investment Board* (continued)

A good example of how workforce partners are working to together to achieve the goals for workforce training is the \$1.2 million grant funded from the State Board for Community Colleges and the SWIB to establish the Manufacturing Solution Center to support the Mississippi Corridor Consortium. The Mississippi Corridor Consortium was formed between Northeast Mississippi Community College, Northwest Mississippi Community College, Itawamba Community College and East Mississippi Community College in 2004. The Manufacturing Solution Center, located in Tupelo, supports companies and trains individuals in the region in advanced manufacturing skills including automated manufacturing, supervisory management, automatic identification system (supply chain management), and welding.

Prison recidivism is another on-going problem for Mississippi and, therefore, a big problem for workforce training. Currently, Mississippi releases about 9,000 inmates from its prisons annually. Unfortunately, about 10,000 new prisoners enter the system each year; which means, the prison population is growing by 1,000 people per year. Most of the inmates are released without a job or a skill. Recidivism rates are about 15% the first year, 8% the second year and 5% the third year.

With a skill or job upon release, the recidivism rates drop dramatically. Since it costs approximately \$20,000 per year to keep a prisoner incarcerated, reducing the recidivism rates by half during their first year of release could save the state over \$13 million in corrections' costs.

The SWIB approved a pilot program in Greene County in which Jones County Junior College assumed the responsibility for providing flexible pre-release workforce training focused on a few in-demand skills. The pilot, if successful, will become a model for other Department of Corrections and community college collaborations.

In partnership with Mississippi State University, on-line degree programs are now being offered to prisoners who had begun their college coursework before incarceration. The SWIB also supports the goal to train all prison populations in Adult Basic Education; no small task since the average educational level for prisoners entering the system is 6th grade.

The collaborative effort of the SWIB and its partners ensures that the goals of workforce development are met and exceeded throughout the state. The measures implemented to track expenditures ensure the fiscal responsibility of the programs to the citizens of Mississippi.

Governor Haley Barbour is pressing for increased workforce development so that Mississippi workers and employers can lead Mississippi to a brighter economic future. Heeding this call, the State Workforce Investment Board has worked with its partners to develop a strategy that:



- Identifies workforce resources;
- Strengthens coordination and cooperation between workforce partners and agencies;
- Improves responsiveness and service delivery; and
- Increases efficiency

The lynchpin of this strategy is the Integrated Longitudinal Education and Workforce Performance Management System of Mississippi. Every major workforce entity in the state—including state agencies, universities, and community colleges—has become a part of the system, sharing data and aligning identified resources to better serve workers and employers. The SWIB has also created a one-stop online portal to help job seekers and employers find the services they need in their respective regions of the state.

The state's overall goal is two-fold. Established economic sectors must receive newly trained workforce to thrive in the knowledge-based economy, and new opportunities, such as green jobs, must be aggressively pursued. Through the use of dynamic tools like the performance management system and the SWIB one-stop portal, Mississippi is strengthening its workforce to meet the skill demands of the jobs of the future.

– **Larry Otis**, *Chairman, Mississippi State Workforce Investment Board*

WIN *Performance Information*

Program Year 2008 Performance Information

In Program Year 2008 (PY 2008 began on July 1, 2008 and ended June 30, 2009) the State of Mississippi's WIN system, including the four local workforce areas, was measured against the nine Federal "common performance measures," which included:

- The adult program Entered Employment rate;
- The adult program Employment Retention rate;
- The adult program Average Earnings rate;
- The dislocated worker program Entered Employment rate;
- The dislocated worker program Employment Retention rate;
- The dislocated worker program Average Earnings rate;
- The youth program Placement in Employment or Education rate;
- The youth program Attainment of a Degree or Certificate rate; and,
- The youth program Literacy and Numeracy Gains rate.

The following tables show PY 2008 attainment rates on each performance measure for the State as a whole and, separately, for each of the four local workforce areas.

Statewide Reported Information	Negotiated Performance Level	Actual Performance Level
Adult Entered Employment Rate	79.0	64.1
Adult Employment Retention Rate	83.0	78.8
Adult Average Earnings	\$9,200.00	\$10,998.80
Dislocated Worker Entered Employment Rate	77.0	67.6
Dislocated Worker Employment Retention Rate	85.0	81.2
Dislocated Worker Average Earnings	\$11,050.00	\$13,292.20
Youth Placement in Employment or Education	67.0	72.1
Youth Attainment of Degree or Certificate	50.0	75.3
Youth Literacy and Numeracy Gains	46.0	48.7

WIN *Performance Information* (continued)

MS Partnership LWIA Reported Information	Negotiated Performance Level	Actual Performance Level
Adult Entered Employment Rate	79.0	72.6
Adult Employment Retention Rate	83.0	81.2
Adult Average Earnings	\$9,200.00	\$13,015.60
Dislocated Worker Entered Employment Rate	77.0	74.3
Dislocated Worker Employment Retention Rate	85.0	82.2
Dislocated Worker Average Earnings	\$11,050.00	\$13,960.10
Youth Placement in Employment or Education	67.0	82.8
Youth Attainment of Degree or Certificate	50.0	78.5
Youth Literacy or Numeracy Gains	46.0	70.0

Delta LWIA Reported Information	Negotiated Performance Level	Actual Performance Level
Adult Entered Employment Rate	79.0	64.1
Adult Employment Retention Rate	83.0	79.7
Adult Average Earnings	\$9,200.00	\$8,906.30
Dislocated Worker Entered Employment Rate	77.0	65.0
Dislocated Worker Employment Retention Rate	85.0	79.8
Dislocated Worker Average Earnings	\$11,050.00	\$9,125.10
Youth Placement in Employment or Education	67.0	79.2
Youth Attainment of Degree or Certificate	50.0	92.5
Youth Literacy or Numeracy Gains	46.0	48.1

continued —

WIN *Performance Information* (continued)

Southcentral LWIA Reported Information	Negotiated Performance Level	Actual Performance Level
Adult Entered Employment Rate	79.0	63.6
Adult Employment Retention Rate	83.0	79.6
Adult Average Earnings	\$9,200.00	\$10,456.50
Dislocated Worker Entered Employment Rate	77.0	66.9
Dislocated Worker Employment Retention Rate	85.0	82.9
Dislocated Worker Average Earnings	\$11,050.00	\$12,521.00
Youth Placement in Employment or Education	67.0	67.4
Youth Attainment of Degree or Certificate	50.0	62.6
Youth Literacy or Numeracy Gains	46.0	2.0

Twin Districts LWIA Reported Information	Negotiated Performance Level	Actual Performance Level
Adult Entered Employment Rate	79.0	63.2
Adult Employment Retention Rate	83.0	78.0
Adult Average Earnings	\$9,200.00	\$11,176.30
Dislocated Worker Entered Employment Rate	77.0	67.3
Dislocated Worker Employment Retention Rate	85.0	81.0
Dislocated Worker Average Earnings	\$11,050.00	\$14,023.20
Youth Placement in Employment or Education	67.0	75.2
Youth Attainment of Degree or Certificate	50.0	97.8
Youth Literacy or Numeracy Gains	46.0	63.6

continued —

WIN *Performance Information* (continued)

Each year, Mississippi negotiates attainment rates on each common performance measure with the United States Department of Labor. Achieving 80% or more of the negotiated rate is considered a passing score. All the data in Mississippi's WIA performance reports is uniformly reported and validated in accordance with stringent Federal requirements.

The recession began early in PY 2008 and increased in intensity throughout the year. As a direct result, Entered Employment rates for adults and dislocated workers fell significantly over the course of the year. The State still succeeded in getting jobs for 16,058 adult program participants and 12,146 dislocated workers. The following table shows the cost per entered employment for these two WIA programs.

Formula Programs	Cost per Entered Employment
Adult Programs	\$848.21
Dislocated Worker Programs	\$516.46

The highest entered employment rates were achieved for adult and dislocated workers who received skill training. Participants who received core services only struggled to gain employment. This trend has been observable the last several years and has become particularly pronounced during the recession. Each of the four local workforce areas are focusing more and more upon training, assisted by the infusion of stimulus funding in the Recovery Act.

Reported Information	Individuals Who Received Training Services	Individuals Who Received Core and Intensive Services
Adult Entered Employment Rate	82.8	62.4
Adult Employment Retention Rate	86.0	77.8
Adult Average Earnings	\$14,225.50	\$10,507.20
Dislocated Worker Entered Employment Rate	85.0	66.3
Dislocated Worker Employment Retention Rate	86.3	80.7
Dislocated Worker Average Earnings Rate	\$16,630.00	\$12,896.60

WIN *Performance Information* (continued)

Youth performance for the State as a whole remained exceptional in spite of the recession. This is because of a dual emphasis upon employment and transition to college. As job placements decreased, college entry increased, in part due to close working relationships with Mississippi's fifteen community colleges. The cost per youth placement in employment or post-secondary education is shown in the following table.

Formula Programs	Cost per Placement or Education
Youth Program	\$3,127.98

Each of the State's four local workforce areas passed each of the nine common performance measures with one exception: the Southcentral workforce area achieved a very low score on the youth Literacy or Numeracy Gain measure. This is primarily due to the area's strong emphasis on serving older youth who need and want jobs as opposed to focusing upon academic remediation (literacy and numeracy) for younger youth.

PY 2008 also saw the initiation of the first summer youth employment program since 2000. The summer program put many economically disadvantaged youth to work across the entire State and was a tremendous success. Outcomes will be reported in more depth in the PY 2009 annual report.

Program Year 2008 Waivers

Mississippi requested and was granted a number of waivers of statutory and regulatory requirements in PY 2008.

- Incumbent Worker retraining ... MDES and the four local workforce areas were permitted to use adult and dislocated worker program funds and rapid response funds to serve employed workers. This option was used extensively by the Mississippi Partnership workforce area to upgrade the skills of plant workers in order to preserve manufacturing jobs and to increase earnings. Training was short, relatively inexpensive and benefited over 600 workers. The Delta workforce area issued a request for proposals to identify situations where jobs could be saved and wages could be increased through compact, cost effective incumbent worker training. Virtually all incumbent worker training was conducted by one of Mississippi's community colleges, leveraging existing community college resources to lower training costs. Incumbent worker training was used to save jobs and grow wages in the critical manufacturing sector which makes up about 14% of the State's workforce.
- Youth Scholarships ... Mississippi received a waiver to allow youth program participants to access training using an Individual Training Account (ITA). This waiver was utilized by all four local workforce areas to increase college enrollments. The Southcentral workforce area changed its youth program design to focus upon older youth who were neither attending school nor working, or who were ready to graduate from high school and had no work or college plans. 67.4% of these youth exited with a job or in college or both, a significant accomplishment during a severe recession. The ability to fund an "ITA" helped increase successes and lower costs for this promising new youth design.
- Entrepreneurship ... Mississippi received a waiver to allow limited business capitalization using WIA funds. This waiver was used extensively by the Twin Districts workforce area as a part of Hurricane Katrina recovery effort using national emergency grant funds. Damaged small businesses, predominantly in the arts and crafts sector, attended entrepreneurship training and submitted a request for up to \$5000 for critical supplies and equipment which would allow the business to reestablish itself. About 500 grants were awarded. Over 90% of these small businesses are now in operation as a direct result of these "micro" capitalization grants. This project won a number of national awards, including recognition as the best local development project in the nation by the National Association of Development Organizations.

Waivers *(continued)*

- **Fund Transfers ...** Mississippi received a waiver to allow local areas to transfer funds between the adult and dislocated worker programs. All four local workforce areas used this flexibility to continue services to customers after adult program funds were exhausted. Without this transfer authority, adult training funds would have been totally exhausted halfway through PY 2008 and all adult training would have ceased while a large amount of dislocated worker funds remained unspent. Mississippi is a predominantly rural state, and while huge gains in wages and job creation have been made in the last five years, labor force participation rates remain unacceptably low. Individuals who are out of the labor force do not qualify for the dislocated worker program. Adult training is critically important to increase labor force participation and to grow jobs and wages. Another positive effect of the transfer waiver is maximization of the share of Workforce Investment Act funding spent on training. Yet another positive effect of this waiver is enhanced use of community colleges and a consequently low cost per trainee.
- **Common Performance Measures ...** Mississippi, along with Pennsylvania, was the first state to move to the nine common performance measures. In addition to reducing tracking and reporting expenses, this waiver has helped complete the full and total integration of WIA and all employment services offered by MDES through the WIN Job Centers since all these programs and fund sources now have the same outcome targets. A new MIS system, WINGS, is being developed by Mississippi State University's national Strategic Planning and Research Center (nSPARC), to track services, customer characteristics and outcomes for all WIN programs and partners. The first phase of WINGS was implemented during PY 2009 and will be an invaluable evaluation, strategic planning and reporting tool.
- **Work-flex Authority ...** Mississippi was granted work-flex authority, allowing MDES to waive some statutory and regulatory requirements upon request by one of the four local workforce areas. This authority was not used extensively in PY 2008 due to continued focus upon Hurricane Katrina recovery, the deepening recession, passage of the Recovery Act and initiation of the 2009 summer youth program. The WIN Job Centers received an unprecedented number of visitors and the demand for services, training, and summer employment hit an all time high that has continued unabated into PY 2009. Another factor limiting the use of work-flex authority in PY 2008 was the granting of the above mentioned waivers that allowed Mississippi's WIN system to continue its national leadership in service integration, training delivery, and cost effectiveness. A number of local work-flex waiver requests are anticipated in PY 2009, since Recovery Act implementation has been completed and State and local workforce area attention can be turned to smoothing out service glitches and staying ahead of the curve of the changing economy.

WIN *Job Centers*

WIN Job Centers Work With Job Seekers and Laid-Off Workers

The centerpiece of the WIN in Mississippi system, in terms of services and program delivery, is the network of comprehensive WIN Job Centers throughout the State.

These centers provide customers easy access to a variety of services in the areas of employment, education, training, human services, and economic development.

Job Search and Placement Assistance

WIN Job Center staff helps job seekers create or update résumés, conduct job searches, and prepare for job interviews. The staff also provides information on high demand occupations and available job training to help job seekers be more competitive in the job market.

Internet Access for Job Openings and Résumé Posting

Job seekers have access to Internet connected computers, and the WIN Job Center staff is available to assist with computer-based career exploration and job openings.

Access to Office Equipment: Computers, Fax Machines, Photocopiers

A customer conducting job searches has the use of computers, telephones, fax machines and photocopiers at no cost.

Information on and Referral to Training

The WIN Job Centers are the customer's entry point to employment services and training programs.

Training programs are available to eligible individuals enrolled in WIA who cannot find adequate employment through normal job search strategies.

This assistance may include occupational skills training, on-the-job training, entrepreneurial training, skills upgrading, job readiness training, and adult education and literacy activities.

Adult and dislocated worker training requires the use of an Individual Training Account (ITA) voucher that allows a customer to choose from a statewide list of approved eligible training providers.



WIN Job Centers *(continued)*

WIN Job Centers Work With Businesses

Businesses operating in Mississippi – or considering a move to the state – will find the WIN in Mississippi system and the WIN Job Centers are eager to assist with searching for qualified employees, researching state, local and federal regulations, exploring the state’s economic development services, and more.

Supporting the employment needs of businesses, the WIN Job Centers are the focal point of the WIN in Mississippi system. The services provided by the WIN Job Centers are vast and comprehensive. They serve as the state’s workforce broker for increasing employment in Mississippi.

The WIN in Mississippi system works to gather and produce meaningful information that identifies business needs and employee skill levels. The WIN Job Centers provide information on a variety of services and referrals to training opportunities to help businesses meet their human resources recruiting, screening, and training needs. Unless otherwise stated, these services are provided at no cost to businesses.

Recruitment and Screening

- Recruit, screen, and refer a variety of job seekers, ranging from entry level workers to skilled professionals
- Recruit full-time, part-time, and seasonal workers
- Post job openings
- Host job fairs
- Partner with businesses to clarify job descriptions and eligibility criteria
- Screen applicants to ensure that the right workers with the right skills are interviewed

Training

- On-the-Job Training (OJT) is designed to help businesses find workers by reimbursing a portion of expenses incurred during the initial training process. The WIN Job Center reimburses a company up to one-half the cost of training eligible workers through OJT. The amount received is based on the trainee’s wage at hire date. The amount available to be reimbursed depends upon the intensity of the skills required for the position. OJT is limited to 50% of a business’s workforce and is at the discretion of the Local Workforce Investment Board. Businesses may be reimbursed for up to six months. The length of training usually ranges from 160 hours to 1,040 hours per employee. Upon completion of the training, the company may be eligible for the federal Work Opportunity Tax Credit. *(To be eligible, a business must have at least two full-time employees and provide Workers’ Compensation Coverage.)*



WIN Job Centers *(continued)*

- Refer businesses and job seekers to training programs that support the human resource needs of businesses
- Provide information on other types of training services such as pre-employment, incumbent worker, and customized training, which assist the company with the cost of skills upgrading

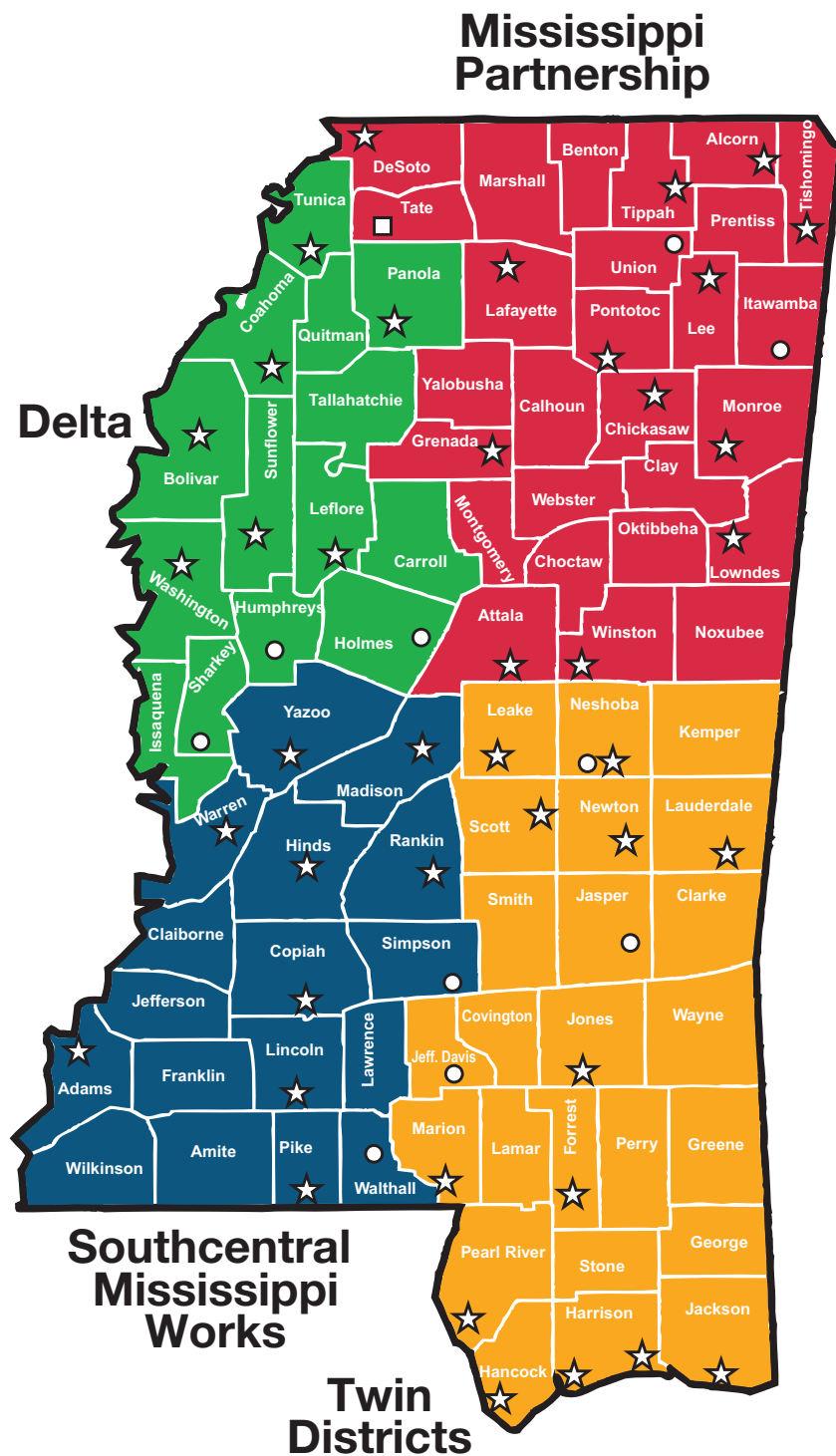
Other Services

- Provide businesses with access to the labor pool
- Provide information about wages and employment trends
- Keep companies informed about state demographic and economic information
- Provide information on Alien Employment Certification guidelines. These guidelines are for businesses who want to seek foreign workers to fill company employment needs due to their inability to recruit specially skilled individuals from local labor markets.
- Provide office space for interviewing and on-site screening
- Inform businesses of the Work Opportunity Tax Credit (WOTC) that offers employers a federal tax savings of up to \$2,400 per person for hiring an individual who qualifies under a specific target group
- Assist companies with Rapid Response services to help manage layoffs

PY08 WIA Training

	ITA	OJT	
Adult	2,625	2,237	
Dislocated Worker	1,452	833	
Youth	308	33	
Total	4,385	3,103	7,488

WIN IN MISSISSIPPI *WIN Job Center Locations*



DELTA

**South Delta
Planning and
Development District**
P. O. Box 1776
Greenville, MS 38702
662-335-6889
WIN Job Centers:

Batesville
Tylertown Plaza
103-16 Woodland Road
662-563-7318

Belzoni *
501 Hayden Street
662-247-2264

Clarksdale
Federal Building
236 Sharkey Avenue, 3rd Floor
662-624-9001

Cleveland
119 North Commerce Avenue
662-843-2704

Greenville
800 Dr. Martin Luther King
Blvd, Suite C54
Delta Plaza Shopping Center
662-332-8101

Greenwood
313 Lamar Street
662-453-7141

Indianola
226 North Martin Luther King Dr.
662-887-2502

Lexington *
16979 Highway 17
662-834-2426

Rolling Fork *
614 Pine Street
662-873-4180

Tunica
1054 South Fitzgeralds Boulevard
662-363-2764

MISSISSIPPI PARTNERSHIP

**Three Rivers
Planning and
Development District**
P. O. Box 690
Pontotoc, MS 38863
662-489-2415

WIN Job Centers:
Amory
1619 Highway 25
662-256-2618

Corinth
2759 South Harper Road
662-696-2336

DeSoto County
7320 Highway 51 North
662-342-4002

Fulton *
201 West Main Street
Courthouse
662-862-3824

Columbus (Golden Triangle)
5000 North Frontage Road
662-328-6876

Grenada
1229-A Sunset Drive
Highway 8 West
662-226-2911

Houston
665 North Jefferson Street
662-456-3563

WIN IN MISSISSIPPI

WIN Job Center Locations (continued)

Iuka 1107 Maria Lane 662-423-9231	Louisville 600 North Court Ave., Suite B 662-773-5051	Oxford 204 Colonnade Cove, Suite 1 662-234-3231	Ripley 111 East Spring Street 662-837-7411
Kosciusko 127 Northside Shopping Center 662-289-2621	New Albany * 301 North Street 662-692-1502	Pontotoc 182 Highway 15 North 662-489-3956	Senatobia 4975 Highway 51 North 662-562-3351
			Tupelo 146 S. Thomas Street, Suite A 662-842-4371

SOUTHCENTRAL MISSISSIPPI WORKS

Central Mississippi Planning and Development District P. O. Box 4935 Jackson, MS 39296 601-981-1511	Hazlehurst 1016 Carroll Drive 601-894-2121	McComb 416 Marion Avenue 601-684-4421	Tylertown * 200 Ball Avenue – Courthouse 601-222-2161
WIN Job Centers:	Jackson 5959 I-55 North Frontage Road, Suite C 601-321-7931	Mendenhall * 150 West Court Avenue 601-847-1322	Vicksburg 1625 Monroe Street 601-638-1452
Brookhaven 545 Brookway Boulevard 601-833-3511	Madison County 152 Watford Parkway Drive 601-859-7609	Natchez 107 Colonel John Pitchford Parkway 601-442-0243	Yazoo City 306 East Jefferson Road 662-746-1141
		Pearl 212 St. Paul Street 601-321-5441	

WIN IN MISSISSIPPI

WIN Job Center Locations (continued)

TWIN DISTRICTS

**Southern Mississippi
Planning and
Development District**
700 Hardy Street
Hattiesburg, MS 39401
601-545-2137

WIN Job Centers:

Bay Springs *
37 West 8th Avenue 37-D
601-764-2594

Biloxi
2306 Pass Road
228-388-7997

Carthage
202 C.O. Brooks Street
601-267-9282

Columbia
1111 Highway 98
601-736-2628

Forest
536 Deerfield Drive
601-469-2851

Gulfport
12121 Highway 49N
228-539-6800

Hancock County
454 Highway 90,
Suite C
228-466-5041

Hattiesburg
1911 Arcadia Street
601-584-1202

Laurel
1721-B West 10th Street
601-399-4000

Meridian
2000 Highway 19 North
601-553-9511

Newton
107 Adams Street
601-683-2021

Pascagoula
1604 Denny Avenue
228-762-4713

Philadelphia
1120 East Main Street
601-656-2811

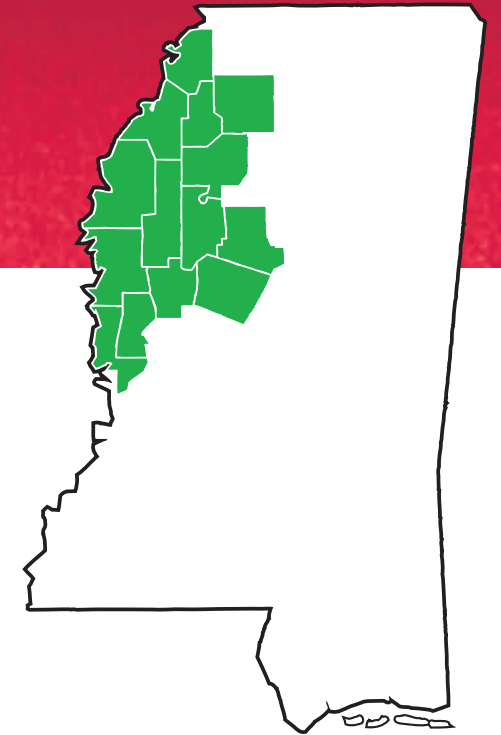
Philadelphia Resort
390 Industrial Drive
601-656-0680

Picayune
2005 Wildwood Road
601-798-3472

Prentiss *
2325 Columbia Avenue
Old Courthouse
601-792-2473

** Part-time offices*

Local Workforce Investment Areas



DELTA WORKFORCE INVESTMENT AREA

South Delta Planning and Development District
Mitzi Woods, WIA Director
831 South Broadway, P.O. Box 1776
Greenville, MS 38702
Phone: 662-335-6889
Fax: 662-332-5175
E-mail: mwoods@sdpdd.com

The Delta Workforce Investment Area (DWIA) covers 14 counties in the Mississippi Delta and operates under the fiscal direction of South Delta Planning and Development District (SDPDD). The role of DWIA is to provide funding and support to the WIN Job Centers and to the public and non-profit providers who operate the youth programs. DWIA provides business services to new and existing businesses and economic development groups as well as Rapid Response orientation sessions to dislocated workers. DWIA also funds the four community colleges in the Delta to coordinate their services in the WIN Job Centers to assist with testing, assessment, enrollment, and follow up. DWIA also provides Incumbent Worker Training through the Community Colleges to businesses and industries in the area.

Local Area Accomplishments/Highlights/Best Practices of PY 2008 Activities

Highlights

Over 1200 job seekers attended the Northwest Mississippi Area Job Fair held at the Batesville Civic Center on April 30, 2009. Forty-three employers made 574 job offers that day.

Rapid Response

Rapid Response Sessions were held in Lexington, Greenwood, Cleveland, Batesville, Greenville, Clarksdale, Durant, and Rolling Fork.

Small Business

The DWIA Small Business Center counseled 141 new clients and 27 continuous clients. Out of 61 Business Loan Express (BLX) applications submitted, 12 were approved. Six loans were approved through SDPDD, banks, and Federal Home Loan Bank (FHLB) matching grants for a total of \$1,350,000.

Program Year

4,040 adult and dislocated workers were served in 2008. 1,187 ITAs were awarded for \$3,372,967. OJTs to employers totaled \$1,111,246 and served 637 participants. Thirty-nine youth ITAs were given for \$55,654.

Local Workforce Investment Areas *(continued)*

Youth:

780 youth were served during the 2008 program year. 79% were placed in employment or education and 93% received their Diploma/GED Certificate.

A Youth Summit was held at Coahoma Community College. The Youth Summit was an effort to enhance positive development of area youth. The day consisted of guest speakers from local businesses and workshops to enhance employability skills.

All participants of DWIA Youth programs had adult mentors and participated in job shadowing activities in their chosen profession. There were guest speakers from partner agencies (departments of mental health and human services, extension service, WIN Job Centers, police, sheriff and fire departments) as well as local businesses (banks, merchants, insurance agents). Field trips were taken to local cultural events, community colleges, institutions of higher learning, WIN Job Centers, the Clinton Presidential Library, the Civil Rights Museum, Smith-Robinson Museum, and Job Fairs.

Northwest Community College, Coahoma Community College, and Mississippi Delta Community College are administering the Work Keys test for the MS Career Readiness Certificate to out-of-school youth.

Holmes Community College began a Career Academy for out-of-school youth. Youth Individual Training Accounts (ITAs) are available for out-of-school youth.

The Summer Youth Employment Program (SYEP) staff placed over 1440 youth in public, private, and non-profit job sites in the fourteen DWIA counties. Participants were featured in local newspapers and on television. The program was featured in the National Governors Association's Center for Best Practices newsletter. Brad Sickles, U.S. Department of Labor-ETA, reviewed the program and had no findings. He commended the Delta for "excellent administrative and oversight controls in place to successfully manage the SYEP."

Youth one-stops were opened in the Clarksdale and Greenville WIN Job Centers.

Awards/ Special Recognition

Recognition was given to the Summer Youth Employment Program in the July edition of the National Governors Association's Center for Best Practices newsletter. It was one of nine programs in the nation chosen for recognition.

Local Workforce Investment Areas *(continued)*

WIN Success Story

Vanessa Washington of Greenville participated in the Summer Youth Employment Program and worked at the Mississippi State University Agriculture Research Center at Stoneville.

She was chosen to represent the Delta in the documentary produced by Robinson and Associates highlighting the activities and participants in the Summer Youth Employment Program in all four workforce areas in the state.

Jan Vaughn, WIA Program Coordinator for WWISCAA, selected Washington for the documentary. When asked why she selected this participant over all the other exemplary ones, Vaughn responded, “I was impressed with her attitude. She was not in an ideal job having to work all day in the field working with soybeans to see if plants develop stem cancer, but she never complained. She was motivated and committed.”

Vaughn continued, “Vanessa is a speech and hearing major, so being involved in scientific research was not in her comfort zone. I told her to learn new things, to try something different, and she did.”

Washington’s supervisor, Dr. Gave Scilumbato, Plant Pathologist, said, “Vanessa is a quick learner, good worker, and I hate to lose her. I hope this program will continue next year.”

Vanessa is the upcoming President of the African-American Students at Delta State University. She is also on the student council for orientation of new students, a Delta Diplomat, and member of the student alumni association.

Entering her junior year, Vanessa has accumulated \$15,000 in student loans. Staff assisted her in applying for an ITA for three semesters, the local community action agency (WWISCAA) will pay for one semester and she will receive a scholarship from the documentary producer.

Vanessa Washington is the first member of her family to attend college. She will become the first one to receive a degree.

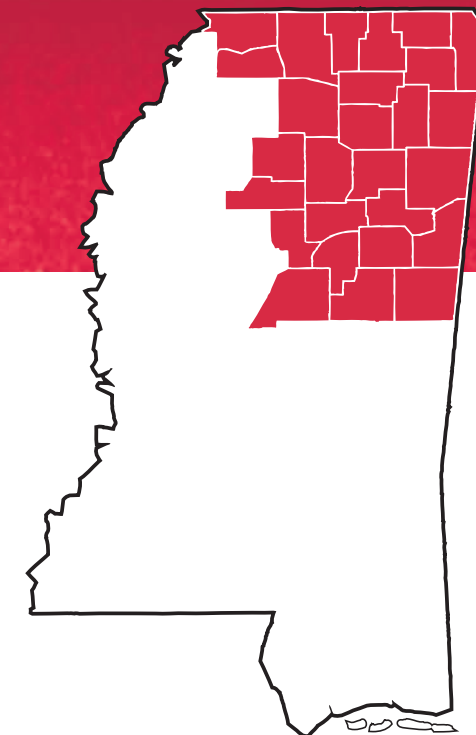
Washington commented, “The summer program has truly had a positive impact on my life. One thing I learned is that a person can do anything he puts his mind into. I learned that hard work and commitment are qualities needed to have success on a job. This has really been a great experience and I am so blessed and thankful for the wonderful opportunities that I have gained.”



Vanessa Washington

(in yellow) working with a technician at the Mississippi State University Agriculture Research Center at Stoneville

Local Workforce Investment Areas *(continued)*



THE MISSISSIPPI PARTNERSHIP

Three Rivers Planning and Development District, Fiscal Agent
Primary Contact: Bill Renick
Post Office Box 690
75 South Main Street
Pontotoc, Mississippi 38863
Phone: 662-489-2415^o
Fax: 662-489-0958^o

Description

Three Rivers Planning & Development District, Inc. serves as the fiscal/administrative agent for The Mississippi Partnership, one of four workforce investment areas in the state of Mississippi designated to carry out the Workforce Investment Act of 1998 (WIA). The Mississippi Partnership workforce area is the largest geographical area in the state, covering 27 counties in north and northeast Mississippi and is governed by a 62 member board and 27 Chief Elected Officials.

Through partnerships of local community colleges, the Mississippi Department of Employment Security, other planning and development districts, and 15 WIA youth providers, the Mississippi Partnership accomplished the following during Program Year 2008 (July 1, 2008 – June 30, 2009):

WIN Job Center Services

There are 15 WIN Job Centers located throughout the Mississippi Partnership. These WIN Job Centers are overseen and operated through a consortium of one-stop operators which consists of Itawamba Community College, Northeast Mississippi Community College, Northwest Mississippi Community College, and the Mississippi Department of Employment Security.

During Program Year 2008, the Mississippi Partnership had over 274,875 customers visit its WIN Job Centers with 11,473 individuals receiving WIA services. The Mississippi Partnership service providers provided 2,095 individuals with On-the-Job Training (OJT) while expending 99.96% of OJT funds and provided Individual Training Accounts (ITAs) to 2,203 individuals while expending 99.11% of ITA funds.

In the unfortunate event that a local company has to reduce its workforce or close, the Mississippi Partnership has a Rapid Response Team that can assist the company and its affected employees. Rapid Response is a service that is provided to employees that lose their job through no fault of their own due to a business closure or downsizing. The Rapid Response team is made up of state and local Representatives, local WIN Job Center representative, and local community college representatives. The information given to the affected employees includes but is not limited to: WIN Job Center location and hours, how to write a résumé, resources in the WIN Job Center, training opportunities, and GED/ABE information. During PY08, the Rapid Response team assisted 37 employers and 4,265 employees through Rapid Response in our 27 county area.

Local Workforce Investment Areas *(continued)*

The Mississippi Partnership continued to oversee the National Emergency Grant (NEG) to assist the former Sara Lee employees of the West Point, Mississippi facility and offset the impact of the closing on the region's economy. This NEG is providing re-employment assistance, adult basic education/GED assistance, supportive services, and training services to eligible individuals. An outreach campaign ran in the West Point region in an attempt to continue to serve former Sara Lee employees who may not have known that this special assistance was available to them. A total of 881 former Sara Lee employees have been served by this NEG and services will continue into PY 2009 to help continue to transition them back into the workforce.

JOB FAIRS in the Mississippi Partnership Area during PY08

Job Fair	Date of the event	Reg. Employers	Job Applicants	Job Offers Day of Event	Projected Projected Hires
Grenada	8/29/08	48	650+	309	288
Northeast MS WIN	9/23/09	57	1000+	99	740
Golden Triangle	10/1/08	72	1500+	350	
Desoto County	10/14/08	63	1500	198	1062
Marshall/Benton	3/3/09	42	800+	119	122
Northeast MS	4/2/09	57	847+	38	354

Youth Services

The Mississippi Partnership Workforce Investment Area (MPWIA) oversaw five in-school programs and eight out-of-school programs that served 1,205 youth during Program Year 2008 and met all of the Common Measures performance for youth.

The MPWIA awarded a \$200 incentive to 200 youth for receiving their GED through one of the out-of-school programs. Prior to receiving the incentive, the youth were required to complete a money management course.

The MPWIA also has a contract with the Mississippi Department of Rehabilitation Services to provide a Youth Disability Coordinator. The program will work with all Mississippi Partnership funded Youth Service Providers, both in-school and out-of-school. MDRS conducts training sessions for all Youth Program Providers on a monthly basis and coordinates any individualized training for each individual youth provider that may be needed. This coordinator works one-on-one with our youth providers and acts as a "broker" linking providers to services that participants are in need of. These services include job development, job readiness skills training, and job lead assistance. In addition, the Disability Coordinator works with all Youth Service Providers to ensure that all individuals who qualify become clients of MDRS for the purpose of receiving services.

Local Workforce Investment Areas *(continued)*

The MPWIA also implemented three Skills Training and Employment Placement (STEP) Programs for youth. The STEP Programs focused on providing youth with Individual Training Accounts and/or On-the-Job Training to take youth “to the next step” in today’s economy. This program served 237 youth during PY 2008.

Through the American Recovery and Reinvestment Act of 2009, the MPWIA implemented a Summer Youth Employment Program in PY 2008 known as the Summer Coin Crew. This was a very successful program, and the MPWIA was able to serve 1,558 disadvantaged youth in addition to the youth served through its other youth programs. This program helped youth learn valuable work-readiness skills that will follow them their whole lives and provided the youth with money to help with the purchase of clothes for school, supplies for school/college, and even helping to pay the utility/living expenses of the youth’s household.

Other Program Year 2008 Initiatives

- The “Know More, Go Further” continued learning outreach campaign, which leveraged over \$1,000,000 in print, radio, television, and billboard advertising from media partners in the region, was rolled out to the public. This campaign was created by a partnership between the Mississippi Partnership, the CREATE Foundation, and the North Mississippi Media Alliance for the purpose of informing the general public of the need for life-long learning and skill upgrades through adult basic education, attainment of GEDs, work and career readiness credentials, college education, etc. to continue to be competitive in today’s workforce.
- The Mississippi Partnership Workforce Investment Area through the Mississippi Corridor Consortium, a formal partnership between of East MS, Itawamba, Northeast MS, and Northwest MS Community Colleges, was able to provide Incumbent Worker Training to existing industries, and assisted over 100 employers by training over 600 employees in areas such as Lean Manufacturing, Welding, Industrial Hydraulics/Pneumatics, and Industrial Electricity, to name a few. A total of \$118,000 of WIA funds were leveraged with state workforce funds to provide this training, which was very successful.



www.knowmoregofurther.com

Local Workforce Investment Areas *(continued)*

WIN Success Story

Robin Raper enjoyed his job at Hickory Hill Furniture in Fulton, MS, where he had worked his way up to Lead Person for spotting and unloading trucks. When he began his career with Hickory Hills in July, 1999, he thought he would retire with the company. When the economy plunged in August, 2008, so did Robin's retirement thoughts. At age twenty-seven, with a wife and children, loss of the primary income hits hard.

Robin has a GED that would help him fill out an application form, but he needed more specific skills to earn a self-sufficient wage. He looked for local employment; there was none available. Robin came to the Tupelo WIN Job Center wanting help. He felt his past experience with big trucks could be valuable to him as a truck driver. His big problem was that he did not have the money to attend training. He needed to complete training and get a job quickly while he still received unemployment benefits.

Mr. Raper joined forces with Cecil Williams at the Tupelo WIN Job Center and found himself at Itawamba Community College in the Commercial Truck Driving Program. With his previous knowledge and experience with eighteen wheelers, Robin quickly moved to the head of the class. He started training November 3, 2008, and completed training on November 21, 2008, with his Class A Commercial Driver's License. A week prior to his graduation, he was hired by Plumrose in Tupelo, MS, to drive for them beginning at the same salary he had when he left Hickory Hill. Once he had his Class A license, his salary increased to \$0.22 per mile driven per week.

Robin now has a skill that is recognized and in demand throughout the United States. He has the opportunity to grow that skill into his own business should he later choose to do so. Robin represents WIA at its best.

The last message from Robin was through the mail. He wrote:

"Everything is going GREAT!!! I am finished training and now have my own truck. I am really thankful that WIA gave me the chance to get back on my feet. THANKS A MILLION!!!"

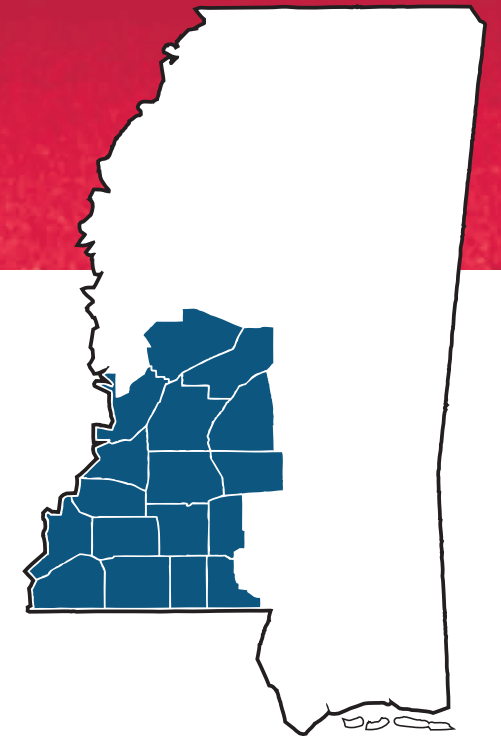
UPDATE: September 1, 2009

Robin and Cecil appeared together on WTVA last month to talk about WIA and benefits to Dislocated Workers. Robin showed off his Plumrose "Big Wheeler" and his boss made the statement that Plumrose would welcome other drivers like Robin when the needs arise. Robin is very, very happy. He is fortunate to work close enough to home to enjoy his family and says his current wages are considerably more than at his dislocating job. He recommends WIA highly.

Robin Raper



Local Workforce Investment Areas *(continued)*



SOUTHCENTRAL MISSISSIPPI WORKS

Central Mississippi Planning and Development District, Grant Recipient
Primary Contact: James McGuffee
1170 Lakeland Drive
Jackson, Mississippi 39216
Phone: 601-981-1511
Fax: 601-981-1515

Description

Southcentral Mississippi Works (SMW) Workforce Investment Area serves 17 counties located in the central and southern portion of the state through a network of ten WIN Job Centers. Central Mississippi Planning and Development District, in partnership with Southwest Mississippi Planning and Development District, acts as the administrative entity for the local WIA Board and the local elected officials and provides policy, guidance and oversight for workforce activities in the 17 county area.

WIA Services

During Program Year 2008, Adult and Dislocated Worker job seekers received a variety of workforce-related services, including training opportunities such as On-the-Job Training (OJT) and Individual Training Account (ITA) Awards. Employers took advantage of a variety of services, including On-the-Job Training (OJT) reimbursements for hiring unskilled or under-skilled workers. A streamlined OJT process makes the program much more user-friendly and less cumbersome for employers.

Senior Transition Youth Program

The Senior Transition Youth Program was launched in Program Year 2004 and continued throughout Program Year 2008 to provide services to eligible youth residing within the area. The program works to enhance work readiness, college preparedness and transition-to-work skills of WIA eligible high-school seniors who are on track to graduate during the program year. This enables the young people to make a smoother transition into either the world of work or into post-secondary education and gives them valuable career information and guidance. The program, which is coordinated by Senior Transition Coordinators working through the WIN Job Centers, utilizes local community resources and business leaders to provide real world perspectives and workshop experiences as the graduating students transition from high school into the next phase of career or education. Additional new services to youth implemented during the year consisted of On-the-Job Training and Work Experience. Both programs offer youth the opportunity to explore career possibilities, gain valuable knowledge, skills and experience and earn a wage while doing so.

Local Workforce Investment Areas *(continued)*

Summer Youth Work Experience Program

During the summer of 2009, a Youth Work Experience Program, funded under the American Recovery and Reinvestment Act of 2009 provided youth with work opportunities for an eight-week period. The program not only gave youth an opportunity to earn wages during their summer break, but it also helped employers by giving them valuable assistance. Approximately 1,600 young people were enrolled into the program.

Pearl WIN Job Center Upgraded

The Pearl WIN Job Center, which serves the citizens of the City of Pearl and Rankin County, upgraded a portion of the facility to make room for a new computer lab. The new lab provides space for customer workshops and computers for classroom type instruction. The space is regularly used and has allowed an increase in the kinds of activities that are available at the Center.

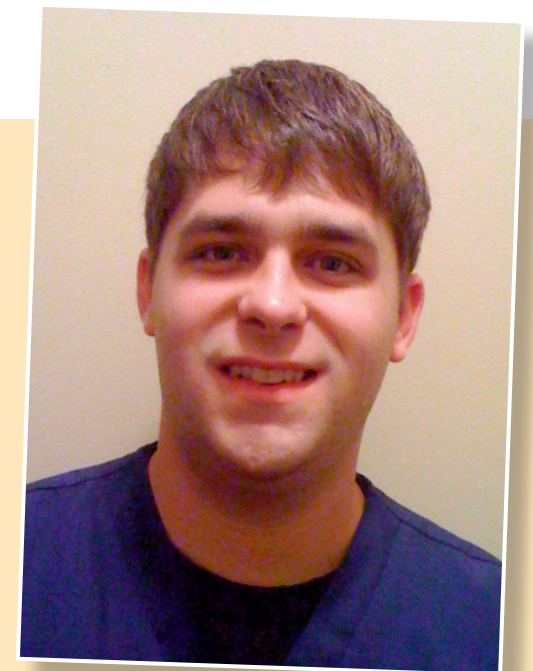
WIN Job Center Workshops

Workshops, on a variety of workforce-related topics, are offered to WIN Job Center customers as a means to assist them in areas such as computer skills, interviewing skills, résumé preparation, work fundamentals, and many others. These half-day workshops are offered to customers at no cost to enable them to enhance their job search efforts.

WIN Success Story

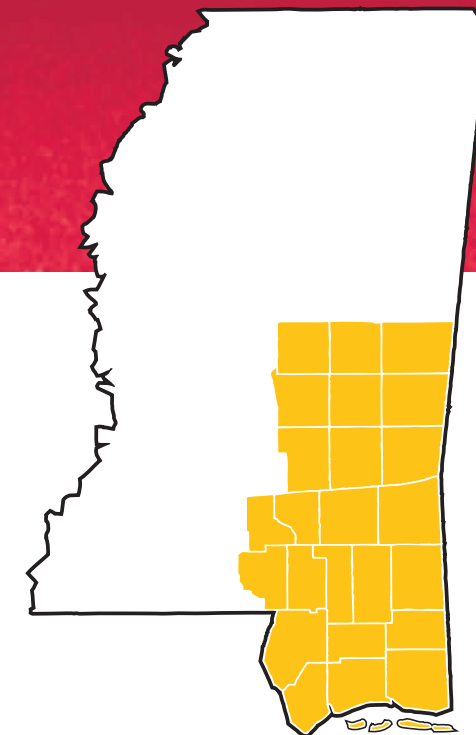
Brandon Goldsmith was working as a nurse assistant at Franklin County Hospital making \$6.35 an hour when he was laid off in June 2008. It was at this point that he felt God's call to become a registered nurse. He was accepted into the A-D-N program at Copiah Lincoln Community College in the fall of 2007. After completing his first year of the nursing program, he learned about the WIA program. Brandon went into the Brookhaven WIN Job Center in 2008, and met with the WIA Coordinator and the Copiah-Lincoln Community College Educational Coordinator. After attending orientation and successfully completing the ITA packet, he was selected to receive an ITA award. Through hard work and determination, Mr. Goldsmith graduated with his Associate Degree in Nursing on May 12, 2009. He would not have been able to reach his goals without the help provided by the WIA/ITA program.

Since receiving his degree, Mr. Goldsmith has obtained his nursing license, gotten married, and is currently working for Franklin County Hospital as a registered nurse making a salary of \$19.00 per hr. As he put it, the hospital scene can be a place of dread and fear. It can also be a place of great joy and excitement as new life begins and others are healed to leave with new hope and expectations. It is important to him to express to his patients that they are cared about, as well as performing his job duties in a caring and professional manner.



Brandon Goldsmith

Local Workforce Investment Areas *(continued)*



TWIN DISTRICTS WORKFORCE INVESTMENT AREA

Southern Mississippi Planning and Development District, Grant Recipient

Primary Contact: Gary Lukens

700 Hardy Street

Hattiesburg, Mississippi 39401

Phone: 601-545-2137

Fax: 601-545-2164

Description

The Twin Districts Workforce Investment Area (TDWIA) is comprised of 24 counties in the southeastern part of Mississippi. Acting as grant recipient/fiscal agent for the Twin Districts Area is Southern Mississippi Planning and Development District (SMPDD). Staff services are provided by the SMPDD and the East Central Planning and Development District (ECPDD), sub-fiscal agent. There are twelve WIN Job Centers located throughout the area. Each WIN Job Center works with existing federal, state and community workforce programs to offer convenient, one-stop employment and training services to employers and job seekers. These programs are located at the physical center locations or accessed electronically to create a user-friendly system. The Twin Districts system is part of the statewide Workforce Investment Network (WIN) in Mississippi. The collaborative effort of private business, local elected officials, and local and state agencies ensures that the needs of local businesses and job seekers are met in the community through tailored solutions designed to promote workforce development and economic growth by increasing employment in Mississippi.

Program Year 2008 Major Initiatives

The following outlines the major activities of the Twin Districts Workforce Investment Area (TDWIA) for the period of July 1, 2008 through June 30, 2009. The TDWIA had many achievements during the Program Year. Five of these major achievements are described below.

National Emergency Grant

The TDWIA is concluding the National Emergency Grant (NEG). Complete recovery will be long in coming, but TDWIA's NEG efforts have provided relief and encouragement to many. As of June 30, 2009, only those individuals currently in the midst of an on-the-job training (OJT) contract or in an active individual training account (ITA) will continue. All other activities are ceased, including Public Service Employment (PSE), the arts grant, and the business recapitalization grant in Hancock and Harrison counties. The Public Service Employment (PSE) has directly served over 2018 individuals; the arts grant 165; and the business recapitalization grant program has paid over \$2,760,000 to 560 small businesses qualifying for the \$5,000 grants for recovery. Additionally, 3065 people received ITAs and 1892 received OJTs. As noted by the above listed activities, approximately \$54,789,349 in NEG funds have been expended by TDWIA in Hurricane Katrina recovery efforts since August 29, 2005.

Local Workforce Investment Areas *(continued)*

Clients Served

As in the past, activities under WIA include basic core services for job search and counseling, on-the-job training (OJT), individual training accounts (ITAs), and continued short term training classes such as computer classes available at the WIN Job Centers. These computer classes are free to the WIA clients and are available in the following WIN Job Centers: Laurel, Meridian, Gulfport, Pascagoula and Hattiesburg. Over 3100 clients completed this training. In addition, over 59,500 individuals – adults, dislocated workers and youth – received services through WIA since July 1, 2008.

Rapid Response Services

During this past year (July 2008 – June 2009) over 2230 individuals were affected by layoff or closure by businesses in the Twin Districts area. Approximately 2100 individuals received Rapid Response services.

ARRA Funds

TDWIA received notification of American Recovery and Reinvestment Act (ARRA) funds for the 24 counties during the third quarter of the program year. Guidelines for expenditures and approved activities were general, with changing details and approved waivers following. By the end of June 2009, TDWIA's Summer Youth Employment was in full swing as were Adult and Dislocated ARRA activities. Adult and Dislocated activities began by focusing heavily on Individual Training Accounts (ITAs) with some On-the-Job Training (OJT) contracts established.

In ARRA, Youth activities were heavily emphasized through the Summer Youth Employment Program (SYEP). Although the time period was short, TDWIA met the challenge and provided swift implementation of the ARRA Youth Funds. TDWIA quickly developed and negotiated contracts with six youth providers. The providers in turn contacted and negotiated worksite agreements. Youth were recruited and eligibility determined. By the end of June 2009, 1781 youth were placed in summer employment.

Below is a breakdown of some of the accomplishments achieved which allowed this program to be swiftly implemented:

Youth Applications Received	5506
Eligible Youth Applications.....	3249
Work Site Requests	482
Public.....	251
Private	207
Other.....	24

Local Workforce Investment Areas *(continued)*

Awards and Special Recognition

Dedication, professionalism and knowledge by WIN Job Center staff in the Twin Districts Area provided half of the state's job placements. Of the 25,676 placements recorded for the entire state, TDWIA Job Centers placed 12,510 of these. This accomplishment is a remarkable one, more so considering the economic strife facing our country and state. Additionally, the Department of Employment Security chose the Number 1 offices for performance from throughout the state. All three first places were designated to TDWIA WIN Job Centers:

- Best Large Sized Office – Forest
- Best Medium Sized Office – Picayune
- Best Small Sized Office – Carthage

It is a credit to staff, management, and the many partners involved that these offices succeeded in their performance and were designated as first.

WIN Success Story

On December 15, 2008, Mr. Bourrage visited the Philadelphia WIN Center and stated that he was interested in applying for several available positions at East Mississippi State Hospital (EMSH) in Meridian, MS. After carefully looking over the job orders, Mr. Bourrage stated he would be interested in applying for the position of Direct Care Worker with the Alcohol and Drug Unit.

Mr. Bourrage replied, "That's perfect! I can share my life's story with the clients because I have been there and done that. I won't go back any more!" He was given the green state application and asked to complete it and take it to the personnel office at EMSH on Tuesday between the hours of 2 p.m. – 4 p.m.

Mr. Bourrage indicated that he was eager to work with the Alcohol and Drug Unit for the simple fact that he could relate to the clients on a personal level because he was once just like them. He stated that he did alcohol and drugs for several years until one day he prayed for help because he realized the negative affects this behavior was having on his family and friends. At this time he has been "clean" for over two years.

On the day of his interview with the personnel officials at EMSH, he was honest and shared his testimony with each of them about his own personal encounters and experiences with alcohol and drugs, and how his faith, pastor, family and friends helped him turn his life around. After sharing this personal story with the personnel officials, he was hired on the spot for the position.

Submitted by Mr. Robert Bohannon, Employment Interviewer



Mr. Bourrage

WIN *Works in Many Ways for Mississippi*

2008 Governor's Workforce Development Conference

The 2008 Governor's Workforce Development Conference was held November 17 – 19, 2008 at the Pearl River Resort in Choctaw, MS. The Conference, attended by approximately 500 individuals, provided Mississippi's workforce professionals with a myriad of general sessions and educational breakout workshops.

Governor Haley Barbour opened the conference with his inspiring message of the importance of workforce development and training in our state. The state continues to make great strides under his leadership in this field.

Dr. Helen Parker, Regional Administrator with the U.S. Department of Labor, and Dr. Eric Clark, Executive Director of the State Board for Community and Jr. Colleges, were the luncheon keynote speakers. The State Workforce Investment Board held its meeting in conjunction with the conference and Blake Wilson, President of the MS Economic Council, presented his organization's annual Fall Marathon Tour designed to help create sustainable and measurable initiatives in our state.

Conference attendees then spent the remainder of the conference attending Super Sessions and breakout workshops which afforded educational opportunities developed specifically to enhance the knowledge and expertise of the state's workforce professionals. The Conference concluded with a Recognition of Excellence Awards luncheon.



continued —

WIN *Works in Many Ways for Mississippi* (continued)

2009 Governor's Workforce Mississippi Reemployment Summit

The Reemployment Summit, held May 18-19, 2009 in Jackson, brought together workforce development, economic development, community college, employer, and other state and local partners to identify innovative ways to enhance current employment efforts, with a focus on reemploying out-of-work Mississippians. The Summit agenda included six thematic action planning sessions, during which participants identified both short-term and longer-range recommended state and local action steps in targeted areas of focus that would advance economic stimulus implementation, reemployment strategies, and workforce system transformation.

The six areas of concentration are:

1. Flexible Training Options
2. Mississippi's High-Growth and Emerging Industries
3. Partnership Development and Integration of Programs, Staff, and Service Delivery
4. Enhancing Employer Outreach
5. Encouraging Entrepreneurship
6. The Workforce System's Role in Economic Development

The 2009 Governor's Workforce Mississippi Reemployment Summit team submitted a report with recommendations to the Governor's office for review and further action.



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